

RALPH LAUREN CAREERS PRIVACY NOTICE

Last Updated: JANUARY 1, 2023

Ralph Lauren Corporation and its affiliates (collectively, "Ralph Lauren" or "we") respect your concerns about privacy. This careers privacy notice (the "Careers Privacy Notice") applies to Personal Information we collect on the Ralph Lauren Careers website, which covers the United States of America as well as the EMEA and APAC regions (hereinafter, the "Careers Site"). For purposes of this Notice, "EMEA" refers to Europe, Middle East and Africa, and "APAC" refers to Asia-Pacific countries. The entity responsible for the use of this information (i.e., the data controller) is the Ralph Lauren affiliate to which you decide to apply for a position. You can find a full list of our [affiliates](#) here. For purposes of this Careers Privacy Notice, "Personal Information" (used interchangeably in this Careers Privacy Notice with the term "Personal Data") typically refers to information that is about, or relates to, an identified or identifiable individual. This includes information you provide to us, information which is collected about you automatically, and information we obtain from third parties. The definition of Personal Information depends on the applicable law based on your physical location or where you are a resident.

This Careers Privacy Notice describes the types of Personal Information we collect on our Careers Site, how we may use that information, with whom we may share it and the choices and rights you have regarding our use of your Personal Information. The Careers Privacy Notice also describes the measures we take to protect the security of the Personal Information, how long we retain it and how you can contact us to exercise your rights.

This Careers Privacy Notice may be updated periodically to reflect changes in our Personal Information practices or relevant laws. We will post a prominent notice on the site and/or send you an email to notify you of any significant changes to our Careers Privacy Notice and indicate at the top of the notice when it was updated.

Please read this Careers Privacy Notice carefully. If you have any questions or need to access this Careers Privacy Notice in an alternative format due to having a disability, please contact via the methods identified in the "How to Contact Us" section below.

Click on one of the links below to jump to the listed section:

[INFORMATION WE COLLECT AND THE PURPOSE FOR COLLECTION](#)

[COOKIES AND OTHER TRACKING TECHNOLOGIES](#)

[MINORS' PRIVACY](#)

[HOW WE SHARE YOUR PERSONAL INFORMATION](#)

[TRANSFER OF PERSONAL INFORMATION TO OTHER COUNTRIES](#)

[YOUR CHOICES AND RIGHTS](#)

[HOW WE PROTECT PERSONAL INFORMATION AND HOW LONG WE RETAIN IT](#)

[LINKS TO OTHER SITES](#)

[ADDITIONAL INFORMATION FOR CALIFORNIA RESIDENTS](#)

[HOW TO CONTACT US](#)

INFORMATION WE COLLECT AND THE PURPOSE FOR COLLECTION

Information You Provide to Us

You may choose to provide Personal Information (such as your name, contact details and CV or resume) through our Careers Site. Listed below are the ways you may provide the information and the types of information you may submit. We also tell you how we may use the Personal Information. The information requested through our Careers Site is necessary for the purposes described below (except where otherwise specified). If you choose not to provide all of the data that is requested for your application, our ability to consider your application may be limited.

Create an Account

You may register to create a "User Profile" account on this Careers Site. If you choose to do so, we ask you for information such as your name, email address, postal address, home, work and mobile telephone numbers, previous work experience, resume or CV, and preferences for receiving communications about positions available at Ralph Lauren. If you are located in EMEA, we use the Personal Information you submit in connection with possible employment opportunities with Ralph Lauren in order to take pre-contractual steps at your request. Based on your preferences in terms of job alert settings, areas of interest position and geographical scope, you will get notified via email should a comparable opportunity within Ralph Lauren arise

Apply For a Job

If you would like to apply for a job with Ralph Lauren, we ask you for information such as your name, postal address, email address, home and work telephone numbers, resume or CV, level of education, work experience, language(s), certifications and references. We may use the Personal Information you submit to: (i) evaluate your qualifications in connection with your selected job opening and/or for available positions; (ii) contact you regarding your qualifications for employment; and (iii) carry out our human resources functions and activities. For applicants located in EMEA, we do so to take pre-contractual steps at your request. If you are not hired, we also may use the Personal Information you submit to inform you of future job openings at Ralph Lauren. We may use your information for this purpose in light of our legitimate interests in staffing vacancies. You can always opt-out from the communication concerning future job openings by clicking on the unsubscribe link within the email you receive from us or by contacting us as indicated below.

If you are a U.S. resident, you may in your discretion provide Personal Information on your gender, ethnic background, veteran status and disability status. However, providing this data is optional and is not required to apply for a job with Ralph Lauren, nor will the fact that you declined to provide this Personal Information be considered in evaluating your qualifications for employment with Ralph Lauren. Further, if you do choose in your discretion to provide this Personal Information, it will also not be considered in evaluating your qualifications for employment with Ralph Lauren. We may use this Personal Information to the extent necessary for compliance with relevant legal or contractual obligations and for other internal purposes.

Share Information About Job Opportunities

If you wish to share information about job opportunities at Ralph Lauren with others, we may ask you to provide the recipient's contact information, and your names and email addresses. Please ensure the recipient's contact information is accurate and his/her consent for receiving such communications via e-mail. We use these contact details only to fulfill your request.

Information Collected Through Third Party Sites

If you would like to simplify the account creation or job application process by linking to your third-party accounts (such as LinkedIn, Facebook, and Indeed), we will collect information that you choose to share with us via the third-party sites. We may use the shared Personal Information to assist you complete the job application process.

Information We Collect From Other Sources

From Recruiters and Headhunters

We may obtain Personal Information about you (such as your name, postal address, email address, telephone numbers, resume or CV, other files or content, academic and professional details) from recruiters and headhunters who submit it to us on your behalf in connection with job openings at Ralph Lauren.

From Internal Referral Program

As part of our internal referral program, Ralph Lauren employees can refer candidates to us and provide us with your name, email address, resume or CV at your request.

From Public Information

We may also collect data from your public social media profile (on LinkedIn or other similar services) or from your referees to complement the Personal Information you have provided. We use this information for the purpose of evaluating and verifying your experience and qualifications in relation to specific job requirements. For applicants located in EMEA, we do so to take pre-contractual steps at your request. If we request references, it is your responsibility to obtain consent from references before providing their Personal Information.

From Background Screening Process

In some jurisdictions where legally permitted, we may collect Personal Information about you from third parties, such as employment agencies, former employers, and personal and professional references, or public sources to conduct lawful background screenings, to the extent permitted by law. We will provide you with acknowledgement and authorization forms accordingly.

Information We Collect by Automated Means

Like many companies, we use “cookies” and “web beacons” on this Careers Site to obtain certain information by automated means, such as the IP address of the device you use to connect to the Internet and the pages accessed. By collecting this information, we learn how to best tailor the Careers Site to our visitors.

Activity and Usage Data. When you browse our Careers site, our systems automatically collect information such as your web request, Internet Protocol (“IP”) address, browser type, browser language, domain names, referring and exit pages and URLs, platform type, pages viewed and the order of these page views, the amount of time spent on particular pages, and the date and time of your request.

Performance Data. When you browse our Careers sites we automatically collect information about your preferences to make your use of the Services more productive, via the use of cookies or similar tracking technologies.

COOKIES AND OTHER TRACKING TECHNOLOGIES

Cookies are bits of text that are placed on your computer’s hard drive when you visit certain websites. “Web beacons” (also known as Internet tags, pixel tags and clear GIFs) are computer instructions that link web pages to particular web servers and their cookies. We use cookies, for example, to measure activity on the site and determine which areas and features of the site are most popular. We also use cookies that are essential in order to allow you to move around the website safely and use all its features.

Cookies Used on our Websites:

Strictly Necessary Cookies: These cookies are essential in order to allow you to move around our website safely and use all its features. For example, we use these cookies to:

- allow you to access secure areas of our website;
- remember if you have accepted the cookie banner displayed on our website;
- remember information you have previously entered to complete a form.

We use strictly necessary cookies to enable the services on our websites that you have specifically requested. This category of cookies should not be disabled. If you use your browser settings to block these strictly necessary cookies, we cannot guarantee your security or predict how our website will perform during your visit.

Functionality Cookies: These cookies allow us to offer you a customized browsing experience. For example, we use these cookies to:

- remember the choice you have made on your previous visit (such as your preferred language or location);
- offer you live chat session.

The information gathered by functionality cookies may be anonymized and will not be linked to information about how you use other websites.

Performance and Analytics Cookies: These cookies collect general information about how our website is used. For example, we use these cookies to:

- record the number of visitors coming to our website;
- identifying errors which may occur during your browsing experience.

These performance and analytic cookies allow us to generate usage reports and statistics on our website and to improve the user experience and the quality of our website. Such analysis may be conducted by third parties in which case they are considered as third party cookies.

You can manage cookies through your web browser settings. If you decide to change your settings and disable cookies, you may not be able to take full advantage of all our website features. The following external links will explain you how to manage cookies for the most common browsers:

[Cookie Settings in Internet Explorer](#)

[Cookie Settings in Google Chrome](#)

[Cookie Settings in Firefox](#)

[Cookie Settings in Safari](#)

To the extent required by applicable law, we will obtain your consent before collecting information using cookies or similar automated means and will tell how you can manage your cookie settings and preferences at any time.

MINORS’ PRIVACY

The Careers Site and its content are not directed at minors under the age of 18. If you are not yet legally an adult (under 18), please use this Careers Site only after obtaining permission from your parent or legal guardian.

Ralph Lauren will not knowingly collect Personal Information about visitors under the age of 18 or knowingly allow such persons to register as users. In the event that Ralph Lauren learns of having collected Personal Information from a minor under age 18 without verification of parental consent, that information will be deleted as soon as practical.

HOW WE SHARE YOUR PERSONAL INFORMATION

We do not sell or otherwise disclose Personal Information about candidates collected on the Careers Site, except as described in this Careers Privacy Notice. Depending on the selected job opening, we may share the Personal Information you provide to us with other Ralph Lauren affiliates and subsidiaries to manage staffing globally within the group.

We also share the Personal Information with our service providers who perform services on our behalf based on our instructions. Where our service providers need to have access to your Personal Information, we will (1) select providers who respect your privacy and comply with data protection laws at any time; (2) only give them access to the information they need to perform their services; (3) ensure that they will only use the information for the purposes agreed in our contract with them; (4) ask them to delete or return any Personal Information when we stop using their services. For more information on our service providers, click [here](#).

We also may disclose Personal Information about you (i) if we are required to do so by law or legal process (such as a court order), (ii) for the purposes of, or in connection with, any legal proceedings, or otherwise for the purposes of establishing, exercising or defending any legal rights, or (iii) when we believe disclosure is necessary to prevent physical harm or financial loss or in connection with an investigation of suspected or actual illegal activity. We also reserve the right to transfer Personal Information we have about you in the event Ralph Lauren sells or transfers all or a portion of our business or assets. Should such a sale or transfer occur, we will use reasonable efforts to direct the transferee to use Personal Information you have provided to us in a manner that is consistent with our Careers Privacy Notice. Following such a sale or transfer, you may contact the entity to which we transferred your Personal Information with any inquiries concerning the processing of that information.

TRANSFER OF PERSONAL INFORMATION TO OTHER COUNTRIES

We may share Personal Information you provide on this Careers Site with our affiliated companies globally, including, but not limited, to those located in the United States, Canada, the European Economic Area ("EEA"), United Kingdom, Switzerland, Turkey, Japan, Taiwan, Hong Kong, Australia, New Zealand, Singapore, Malaysia, People's Republic of China, Republic of Korea, and Macau SAR (from Japan to Macau SAR, "APAC"). In addition, our service providers may be located in countries other than the country in which you originally provided your Personal Information, including in the United States and India. These countries may not have the same data protection laws as the country in which you provided the Personal Information. In particular, the United States, India and other APAC countries (except New Zealand) have not been recognized by the European Commission as providing an adequate level of data protection. When we transfer your Personal Information to other countries, we will protect that information as described in this Careers Privacy Notice.

We rely primarily on the European Commission's Standard Contractual Clauses to facilitate the international and onward transfer of Personal Information collected in the European Economic Area ("EEA"), and Switzerland (collectively "European Countries"), to the extent the recipients of the European Personal Information are located in a country that the European Countries consider to not provide an adequate level of data protection. In relation to the United Kingdom, we rely on the EU SCCs, and the UK International Data Transfer Agreement for international and onward transfers of Personal Information collect in the United Kingdom. We may also rely on an adequacy decision of the relevant regulatory body confirming an adequate level of data protection in the jurisdiction of the party receiving the information, or derogations in specific situations.. You may obtain a copy of these international data transfer safeguards by contacting us as indicated in the "How to Contact Us" section below.

Privacy Shield. *We recognize that the EU-U.S. and Swiss-U.S. Privacy Shield Frameworks are no longer recognized as a legal means to transfer Personal Information from the European Union, Switzerland or the United Kingdom to the U.S., however we retain its certification to demonstrate our adherence to its principles and as additional safeguard.*

Ralph Lauren Corporation participates in and has certified its compliance with the EU-U.S. Privacy Shield Framework and the Swiss-U.S. Privacy Shield Framework. We are committed to subjecting all Personal Information received from European Union (EU) member countries, the United Kingdom and Switzerland, respectively, to the Framework's applicable Principles. To learn more about the Privacy Shield Framework and our participation in the Framework, visit the [U.S. Department of Commerce's Privacy Shield List](#) and our [EU/Swiss - U.S. Privacy Shield Policy](#).

YOUR CHOICES AND RIGHTS

Depending on applicable law in effect at the time and in the jurisdiction where you are located or where you are a resident, you may be able to assert certain rights related to your Personal Information. However, you should note that your rights with regard to your Personal Information are not absolute. We may limit your individual rights requests: (a) where denial of access is required or authorized by law; (b) when granting access would have a negative impact on others' privacy; (c) to protect our rights and properties; or (d) where the request is frivolous or unrealistic. If you would like to exercise your rights under applicable laws, please contact us as specified in the "How to Contact Us" section below. In your request, please make clear which right you would like to exercise. Upon receiving your rights request, we may seek to verify your identity to ensure the security of your Personal Information. The rights you may have include:

- **Right to Know/Access.** Subject to certain exceptions, you may have the right to obtain a copy, or a list of categories of the Personal Information that we hold about you, as well as other supplementary information, such as the purposes of processing, and the entities to whom we disclose your Personal Information.
- **Right to Correction/Rectification.** Under certain circumstances, you may request us to rectify, correct or update your Personal Information held by us that is inaccurate. You may also do this at any time by logging in to your account and update your user profile.
- **Right to Delete/Erasure.** Under certain circumstances, you may have the right to request that we delete the Personal Information that we hold about you. This right is not absolute, and we may refuse your right to delete if there are compelling legitimate grounds for keeping your Personal Information, for legitimate business purposes or as required by law.
- **Right to Opt Out of Sale.** You may have the right to opt-out of the sale of your Personal Information to third parties. To exercise your right to opt-out, please submit a request by clicking on the "Do Not Sell or Share My Personal Information" within the website footer.
- **Right to Opt Out of Targeted Advertising.** You may have the right to opt-out of the sharing of your Personal Information to third parties for behavioral advertising purposes. Like many websites, we use cookies, pixels, and similar technology, and we share certain information, such as your IP address or device identifiers, to certain third-party advertisers in order to improve your user experience and to optimize our marketing activities. You have the right to direct us not to share or use your Personal Information for targeted advertising purposes. To exercise your right to opt-out, please submit a request by clicking on the "Do Not Sell or Share My Personal Information" within the website footer. Please note that you may still receive generalized ads after opting out of targeted advertising.
- **Right to Limit Use of Sensitive Information.** If you are a California resident, to the extent your Sensitive Personal Information (as defined under California Privacy Rights Act) is used to infer characteristic about you, you may have the right to object to our processing of your Sensitive Personal Information. We do not process any Sensitive Personal Information to infer characteristics about our Job Applicants.
- **Right to Object to Automated Decision-Making.** In some jurisdictions, you may have the right not to be subject to a decision that is based solely on automated processing that significantly impact your rights. No decision will be made by us about you solely on the basis of automated decision making which has a significant impact on you.
- **Right to Object to Processing.** In certain jurisdictions, you may have the right to object to our processing at any time and as permitted by applicable law if we process your Personal Information on the legal bases of: consent; contract; or legitimate interests.
- **Right to Restriction.** In some jurisdictions, applicable law may give you the right to restrict or object to us processing your Personal Information under certain circumstances. We may continue to process your Personal Information if it is necessary for the defense of legal claims, or for any other exceptions permitted by applicable law.
- **Right to Portability.** Under certain circumstances, you may have the right to receive Personal Information we hold about you in a structured, commonly used, and machine-readable format so that you can provide that Personal Information to another entity.
- **Right to Withdraw Consent.** To the extent the processing of your Personal Information is based on your consent, you may withdraw your consent at any time. Your withdrawal will not affect the lawfulness of our processing based on consent before your withdrawal.
- **Right Against Discrimination.** You have the right not to be discriminated against for exercising any of the rights described in this section. We will not discriminate against you for exercising your rights.
- **Right to Lodge Complaints.** Without prejudice to any other administrative or judicial remedy, you may have the right to lodge a complaint with a supervisory authority in a specific region according to applicable law.

Exercising Your Rights

European Economic Area, United Kingdom, and Switzerland Individuals: If you are located in the European Economic Area, United Kingdom, or Switzerland at the time of Personal Information collection, you may have the following rights: Right to Know/Access, Right to Correction/Rectification, Right to Delete/Erasure, Right to Object to Automated Decision-Making, Right to Object to Processing, Right to Portability, Right to Restriction, Right to Withdraw Consent and Right to Lodge Complaints.

California Residents: If you are a California resident, as defined in Section 17014 of Title 18 of the California Code of Regulations, at the time of Personal Information collection, you may have the following rights: Right to Know/Access, Right to Correction/Rectification, Right to Delete/Erasure, Right to Opt-out of Sale, Right to Opt-out of Targeted Advertising, Right to Object to Use of Sensitive Information, Right to Object to Automated Decision-Making, Right to Portability, and Right Against Discrimination. If you use an authorized agent to submit rights requests on your behalf, we will require written proof that the authorized agent has been authorized to act on your behalf.

Communication Preferences

Upon your request, we may send you communications related to your applications or potential job opportunities. If you do not wish to receive future communications from us, you may opt-out by clicking the “unsubscribe” link in the communication, logging into your account and updating your preferences or by contacting us as specified in the “How to Contact Us” section below. Please note that “opt-out” and “unsubscribe” requests may not take effect immediately and may take a reasonable amount of time to receive, process and apply, during which time your information shall remain subject to the prior privacy settings.

HOW WE PROTECT PERSONAL INFORMATION AND HOW LONG WE RETAIN IT

The security of your Personal Information is important to Ralph Lauren. We are committed to protecting the Personal Information we collect. We maintain appropriate administrative, technical and physical safeguards to protect the Personal Information you provide on this Careers Site against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure, transfer or use and other unlawful forms of processing. Although the integrity and security of our network and systems is our priority, no internet or email transmission is ever fully secure or error-free. You should use caution whenever submitting information online and take special care in deciding what information you submit to us.

Ralph Lauren will keep your Personal Information in your personnel file, if you have been hired, for a period as may be required by the laws and regulations of the relevant jurisdiction of your employment. In all other cases, we will retain your Personal Information for a period of up to one (1) year after our last contact, unless otherwise required or authorized by applicable law. Our service providers will retain your Personal Information solely in accordance with our instructions and will not retain your Personal Information longer than the periods mentioned above. We take measures to destroy or permanently de-identify Personal Information if required by law or if the Personal Information is no longer required for the purpose for which we collected it.

LINKS TO OTHER SITES

This Careers Site may contain links to other third party websites for your convenience and information, or you may have been directed to the Careers Site from a third party website(s). These websites may be operated by companies not affiliated with Ralph Lauren. These sites may have their own privacy policies, which we strongly recommend you review if you visit any such websites. We are not responsible for the content of any sites that are not affiliated with Ralph Lauren, any use of those sites, or the privacy practices of those sites.

ADDITIONAL INFORMATION FOR CALIFORNIA RESIDENTS

This section applies only to California residents. The purpose of this section is to inform our Careers Sites users who are also California residents, about our personal information collection practices as required under California law.

The chart below describes the categories of Personal Information (as defined under Cal. Civ. Code §1798.140(v)(1)), that Ralph Lauren may have collected in the preceding 12 months from you, and provides information about the sources and purpose of such collection. For a list of the other parties with whom your Personal Information may have been shared for a business purpose, please refer to section 6, above.

Personal Information Category	Personal Information Category	Sources of Personal Information Collection	Purpose of Collection
(A) Identifiers	Account Management Information, including your login credentials and associated account actions	Voluntarily provided by you Automatically collected by us	<ul style="list-style-type: none"> To manage your job applicant profile and account
	Contact Information, including your name, email, phone number, addresses	Voluntarily provided by you	<ul style="list-style-type: none"> To notify you with suitable Ralph Lauren opportunities To carry out our human resources functions and activities, such as referral programs To conduct lawful background screenings
(B) Personal information under California Civil Code section 1798.80	See corresponding rows related to the following Personal Information Categories (column 2): <i>Contact Information, and Resume Information.</i>		
(C) Protected Classifications, including gender and age	Demographic information, such as your gender, age, ethnic background, veteran status and disability status	Voluntarily provided by you	<ul style="list-style-type: none"> To evaluate your qualifications for employment To comply with relevant laws and our contractual obligations To conduct lawful background screenings
(F) Internet activity information, such as browsing history	Activity and Usage Data, such as your web request, IP address, browser type, pages viewed	Automatically collected by us	<ul style="list-style-type: none"> To measure activity on the Careers Site To determine which areas and features of the Careers Site are the most popular and help us provide better service
	Performance Data, such as information about your preferences via the use of cookies and similar tracking technologies	Automatically collected by us	<ul style="list-style-type: none"> To measure activity on the Careers Site To determine which areas and features of the Careers Site are the most popular and help us provide better service To make our sites function properly To remember your preferences and customize your experience To collect information about your activities over time and across third party websites or other online services in order to deliver content and advertising tailored to your interests To provide a secure browsing experience
(I) Professional or employee information	Resume Information, such as your education history, work history, languages, certifications, references, and any other information you provide on your resume/CV	Voluntarily provided by you	<ul style="list-style-type: none"> To evaluate you in connection with your selected job opening and/or for available positions To contact you regarding possible employment To carry out our human resources functions and activities To inform you of future job openings at Ralph Lauren To conduct lawful background screenings

HOW TO CONTACT US

If you are located in the US or Canada and have any questions or comments about this Careers Privacy Notice please contact us as indicated below:

Ralph Lauren Corporation
Attention: Chief Privacy Officer c/o Legal Department
100 Metro Boulevard
Nutley, NJ 07110
email: DataProtectionOfficer@RalphLauren.com

In addition, if you are located in EMEA, you can contact us by email or write to us as indicated below:

Ralph Lauren Europe Sàrl
Attention: Data Protection Officer
24 Route de la Galaise Switzerland
email: DataProtectionOfficer@RalphLauren.com

If you are located in APAC, please contact us by writing to:

Ralph Lauren Asia Pacific Limited
Attention: Head of the International Legal Division
35/F, Tower 1, The Gateway Harbour City, Tsim Sha Tsui Kowloon,
Hong Kong
email: DataProtectionOfficer@RalphLauren.com